

DD/R-444-62

9 August 1962

MEMORANDUM FOR: Executive Director

SUBJECT : Comments on the Report of the Task Force  
on Personnel Management in CIA, dtd 26  
July 1962

1. In general I concur in the subject report and the recommendations contained therein. My over-all reaction is that it is unfortunate that the Agency's personnel management has reached the point that it is even necessary to make these recommendations.

2. The following specific comments may be of value:

a) Recommendation No. 5: I have some doubts about the usefulness of the proposed written statement by Mr. McCone. Specific actions will be much more effective than any broad distribution notice.

b) Recommendations Nos. 13, 14, 16 and 17: These deal with the subject of CIA generalists. While I do believe it very important to develop a group of people who are intimately knowledgeable of a wide variety of Agency functions, I believe the proposed recommendations go too far in terms of downgrading the value of specialists. For example, I would consider that scientifically trained people in the Agency should have tours in such places as OSI, DD/R and DD/P to permit them to assume properly senior positions in any part of the Agency requiring scientific competence. I believe they would normally be classified as specialists. Likewise, there may frequently be situations where a highly competent scientist might be suited only for positions in OSI or TSD. He should not thereby automatically be excluded from becoming a supergrade. I also believe that the JOT program should include scientific specialists and should not be limited to

generalists.

In sum, I believe that this whole problem of specialists and generalists should be looked at again with a view toward producing a desirable rotation of people between the various parts of the Agency and at the same time permit the maintenance of a specialist career.

Signed Herbert Scoville, Jr.

**HERBERT SCOVILLE, JR.**

**Deputy Director  
(Research)**

ODDR:hs/jlp (9 August 1962)

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